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| **SMART Goal Worksheet** | | | | |
| **School Name:** Hellgate High School **Dean of Students:** Ted Fuller **Year:** 2013-2014 | | | | |
| MBI Leadership Team Members: Lisa Hendrix, Ted Fuller, Julie McCarthy-McClaverty, Matt Quinlan, Jeff Waniata, Heather Cheney, Judy Sylvest, Maureen Martin-Brown, Jean Croxton, Tracy Ledyard, Carol Holte, Laurie Zinke, Charlie Byrne, Shane McCorkle, Ben Martin, Jim Johnson, Laramie Dean, Julie Burkhart. | | | | |
| District Goal(s):  Goal One: Achievement and graduation for all students, regardless of their circumstances or abilities. | | | | |
| MBI Long Term Targets: In order to increase our graduation rate by 2% each year, we will create a tiered system which creates a culture in our school that encourages positive behaviors and interactions, while discouraging problem behaviors. | | | | |
| **Team SMART Goal** | **Strategies and Action Steps** | **Who Is Responsible** | **Target Date or Timeline** | **Evidence of Effectiveness** |
| **Our Reality**: Graduation rate for 2011-12 was 90% |  |  |  |  |
| **Team will hold a two day work/training session over the summer of 2013.** | * Work with Camille B. to find a trainer. * Lisa will offer 12 flex hours of PIR. * Planning MBI roll out for 13-14 school year. | Fuller | Summer 2013 | Completion |
| **Team will plan MBI activities for the afternoon of freshman only day.** | Plan during summer work. | Team | Summer 2013 | Lesson plan |
| **Team will define expectation, plan behavior lesson, universal response, and reinforcement for clean language expectation.** | Plan during summer work. | Team | Summer 2013 | Completion |
| **Subcommittee will research best practices for using positive behavior supports to increase high school student attendance.** | Conduct research. | Fuller, McLaverty, Quinlan, Zinke, Martin-Brown. | Semester one | Report out to full faculty |

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| **Team will implement a Tier 1 attendance initiative to raise average weekly attendance to 87% seven out of nine weeks quarters 3 and 4.** | * Monitor average weekly attendance. * Reduce parent excused absences. * Reduce no contact from parent absences. * Send absence letters at 6, 8, 10 absences. * Implement 3 level good attendance reward program. * Implement good attendance incentives. * Involve/communicate attendance goals with parents. | Team | Semester two | 87% present 7 of 9 weeks per quarter |
| **Improve communication/involvement of classified staff.** | Regular meetings to involve classified staff | Sylvest | 13-14 year | Classified involvement |
| **Communicate about MBI program to local business community in order to get more rewards/prizes.** | * Meet with Chamber of Commerce * Meet with Downtown Association | Hendrix, McLaverty, Johnson | Fall 2013 | More prizes. |
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| **Team will use student focus groups to gather student voice about a variety of MBI topics.** | * Facilitate focus groups * Gather student voice * Report out to full faculty * Use student voice to set MBI goals | Cheney, Ledyard, Burkhard, Dean, Quinlan, Sylvest. | 13-14 year | Reporting and incorporating data from focus group discussions. |

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| **SMART Goal Worksheet** | | | | |
| **School Name:** Hellgate High School **Principal:** Lisa Hendrix **Year:** 2013-2014 | | | | |
| Department Chairs: Marvin Pauls, Beth Huguet, Britt Hanford, Carla Hinman, Nancy Larum, Cathy Semmelroth, Christine Kolczak, Julie Epperly, Frank Gruden, Peggy Cordell, Lee Brown, Jeff Dohn, Leon Slater, Melissa Henthorn, Jennifer Copley, Linda Cordial, Matt Quinlan, Michal Malouf. | | | | |
| District Goal(s): Define and implement a quality professional development program that encompasses best practices and supports the needs of all staff. (Goal Three) | | | | |
| Professional Development School Goal: To attain proficiency on all guaranteed and viable curriculum standards, teachers will collaborate in Professional Learning Communities to determine: (1) knowledge & skills student should learn; (2) how to assess student proficiency of the standard; (3) provide interventions for students no proficient in the standards; (4) provide extension activities to deepen knowledge for students who are proficient in the standards. | | | | |
| **Objective(s)** | **Strategies and Action Steps** | **Who Is Responsible** | **Target Date or Timeline** | **Evidence of Effectiveness** |
| **Our Reality**: During the 2012-13 school year, collaboration time was limited to the Early Out Calendar and non-designated time during the day. | Planned Collaboration Time:   1. Time designated in the Master Schedule for some PLCs 2. Time designated on the Early Out calendar for district PLC 3. Time designated on the Early Out Calendar for Literacy Team, MBI Team. | Lisa Hendrix, Principal  Lynn Farmer, Asst. Princ.  Ted Fuller, Dean  PAC members | Master Schedule-May  Early Out Calendar – Aug. | Completion of documents |
| **Literacy Team Year 2 Implementation of MCCSS** | 1. August Goal Writing PIR | All Team members  Lisa Facilitation | August 2013 | Agenda, meeting minutes, SMART Goal Plan |
| 2. Monthly Meetings | All Team members  Facilitator, Timekeeper, and note taker TBA | TBD during August PIR | Agenda, meeting minutes, |
| 3. September & April PIR | All Team members  Facilitator, Timekeeper, and note taker TBA | TBD during August PIR | Agenda, meeting minutes, |
| 4. Effectiveness Reflection PIR   1. Plus/Delta of SMART Goal 2013-14 2. Goal Writing for 2014-15 | All Team members  Lisa Facilitation | June 2014 | Agenda, meeting minutes, SMART Goal Plan |
| **Math Team Year 1 Implementation of MCCSS** | 1. August PD Institute and Goal Planning | All Team members  T & L Facilitating | August 2013 | Agenda, meeting minutes, SMART Goal Plan |
| 2. Daily PLC Meetings   1. Algebra 1 2. Geometry | All Team members  Facilitator, Timekeeper, and note taker TBA | TBD during August PIR | Agenda, meeting minutes, |

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|  | 3. September & April PIR | All Team members  Facilitator, Timekeeper, and note taker TBA | TBD during August PIR | Agenda, meeting minutes, |
| 4. Effectiveness Reflection PIR   1. Plus/Delta of SMART Goal 2013-14 2. Goal Writing for 2014-15 | All Team members  Lisa Facilitation | June 2014 | Agenda, meeting minutes, SMART Goal Plan |
| **Fall Semester 2013 Target: Each PLC team will develop measurable goals for 2013-2014 school year.** | Spring 2013 Goal Conferences  **Freshman PLC Continuation of Goals for 2013-2014**   1. **Hellgate Freshman One Book:  All freshmen read the same book at the same time with teachers collaborating daily.**   Continue to look for funding and solutions for 330 copies of *Of Mice and Men*.  Our goal is to use this anchor text all at the same time in order to facilitate alignment with common core, develop common assessment, collaboration between freshman teachers and create a culminating activity of viewing the MRT live performance of Steinbeck Theater.  The development of this unit will serve as a template for us to align other anchor text to common core.   *(We currently have phone calls in to The Book Exchange and Barnes & Noble asking for a “deal” on new & used copies as well as have filled out a KORT request for funding support.  In addition, Lisa is looking into this fitting under the MEF grant).*   1. **Anchor Text Binder**   We would like to continue working on our ongoing goal of creating a physical binder made up of common core aligned unit plans for the following texts:  Of Mice and Men, Night and The Absolutely True Diary of a Part-Time Indian.  Once those units are developed, the next step would be the addition of:  Romeo and Juliet, House on Mango Street and The Odyssey.  **Our Proposal/Request**  Our original goal was to meet a 2nd time for ½ day of collaboration.  We feel like the end of year is fast approaching and we will not be able to meet as a group for completion of the above goals.  However, we would like to propose a 3-hour PLC meeting during the end of summer (during Hellgate University) for PIR hours in order to start the year off with common core collaboration. | | | |
| **English 2 for 2013-2014**  Adapt collaboration/presentation rubric from LiveBinder as a common assessment to reflect our needs and our students' needs, testing and revising throughout the 2013-2014 school year. | | | |
| **Social Studies Department** would like to meet as a unified PLC.   1. We would like to dedicate three meetings to common focus upon two of the six Common Core shifts.  Each member would bring to the meeting a lesson which models one of the two shifts discussed, sharing the lesson with all department members. 2. We would like to confer with MCPS technical staff to set up a shared folder, so that members new and experienced, can begin to build a bank of lessons, units, and resources. 3. We would like to collaborate about our shared concerns for the social studies curriculum review process next year. 4. We would like to form break-out mini-PLC groups when members need to collaborate on building new curriculum like IB Year 2, government spring community service, or strategies in world history. | | | |

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|  | The **Science department** has decided to have one large PLC since we can all use training in common core. Seena was a huge help to our department today in setting our goals.  Goals:  1. Get some professional development and training on a variety of reading strategies to be used in our disciplines.  2. Would like to have some time to find appropriate articles to implement these strategies.  3. Spend some time learning how to use and apply the common core rubrics.  4. As a department, work on our common language so the language used in our assessments are repeated year after year.  5. We would like to work together on establishing a common prompt as an assessment for some of the major units.  These goals apply to the whole department, but we have talked about the scaffolding we will need to do in the department with the different disciplines. The implementation can be talked about at our goal meeting. |
| **IB World Languages**: Spanish & French (HL & SL exams)  1. Preparing students for written & oral exams and the preparation necessary to send the exams to IB offices  2. Learning the understanding the rubric, the test process, and transferring that understanding to the students.  3. This includes understanding internal and external exams. The training was a start, but much more studying, planning, and preparation still needs to be completed.  4. Katie & Michal want to complete this work in collaboration so that future successes are ensured.  5. Also the logistics of working with students independently for approximately 45 minutes to an hour for each oral examination. |
| **Health Enhancement:**   1. Improve the general rubric to send home to parents which explain participation grade so that there is consistency with grading practices. 2. Organization of fitness workout (2x per week) Working to include a fitness challenge (common formative assessment) at each of the four fitness. |
| **Counselors:**   1. The 9th grade counselors will begin implementing the curriculum with the 9th graders by providing 3 group meetings throughout the year.  1 in the first 45 days for transition, 2 in Jan to schedule classes, 3 in April/May to review classes and do goal setting. 2. The 10th grade counselors will meet twice between Oct 9 and Nov 28 to implement CIS in small groups primarily career exploration.  A large group presentation will be given for course requests. 3. The 11th grade counselors will plan an activity related to College Fair and begin college application/testing prep.  A tour of Missoula College will be held. 4. The 12th grade counselors will plan an activity related to College Fair and complete college application processes.  A tour of the Missoula College will be held. 5. Counselors will work to educate administration about our new evaluation tool. 6. Counselors will work to improve communication/teaming with our dept. and all depts. at HHS. |

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|  | **Librarians**  **Continuous goals carried over from 2012-2013:**   1. Continue to work on *common formative assessments* for the three units identified in our Information Literacy guaranteed curriculum (freshman orientation, works cited, and database research). Create a bank of entry and exit tickets, checklists and/or rubrics to assess student learning based on the same criteria, but different tools to meet the unique needs of the learners at each building. 2. Continuing to teach MLA citations to support the ELA “Writing from Sources” shift.   **New goals for 2013-2014:**   1. Add to the guaranteed curriculum a unit on evaluating websites according to the criteria in our curriculum (Relevancy, Appropriateness, Detail, Currency, Authority, Bias – a.k.a. RADCAB). 2. Support the Common Core by developing lists of fiction/non-fiction book pairings to support curricular units in various disciplines. |

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| **SMART Goal Worksheet** | | | | |
| **School Name:** Hellgate High School **Principal:** Lisa Hendrix **Year:** 2013-2014 | | | | |
| Team Facilitators: | | | | |
| District Goal(s):  Goal five: Cultivate and enhance staff, student, parent, business and community involvement. | | | | |
| HHS Distributive Leadership Goal: Develop a leadership practice which defines consensus on district initiatives through collaboration, research, school wide participation, and a voice from all stakeholders. | | | | |
| **Team SMART Goal** | **Strategies and Action Steps** | **Who Is Responsible** | **Target Date or Timeline** | **Evidence of Effectiveness** |
| **Our Reality**: |  |  |  |  |
| **1. MYP Feasibility Study**  (Is MYP a program for HHS?) | 1. Create a team: 2 two members from each of the eight core: Languge A, Language B, Humaanities, Technology, Math, Arts, Science PE, Special Education, one counselor, one librarian, |  |  |  |
| 2. Meet and complete study by March 15, 2014  September, October (curriculum & visit)  January, February, March ( Department Mtg) |  |  |  |
| 3. Complete Application A by April 1 |  |  |  |
| 4. Complete Interested Schools Form Fall 2013 |  |  |  |
| **2. Scheduling Team**  (Would an alternative schedule meet the needs of HHS students better than the current schedule?) |  |  |  |  |
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| **3. Facilities Team** (Comprehensive Long Range Facilities Plan) |  |  |  |  |

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| **4. Math Initiative**  (How to implement a 3 year Math requirement for Graduation?) |  |  |  |  |
| **5. Literacy Team**  **(**Professional Development on Best Practices for teaching to the MCCSS Literacy Standards) |  |  |  |  |